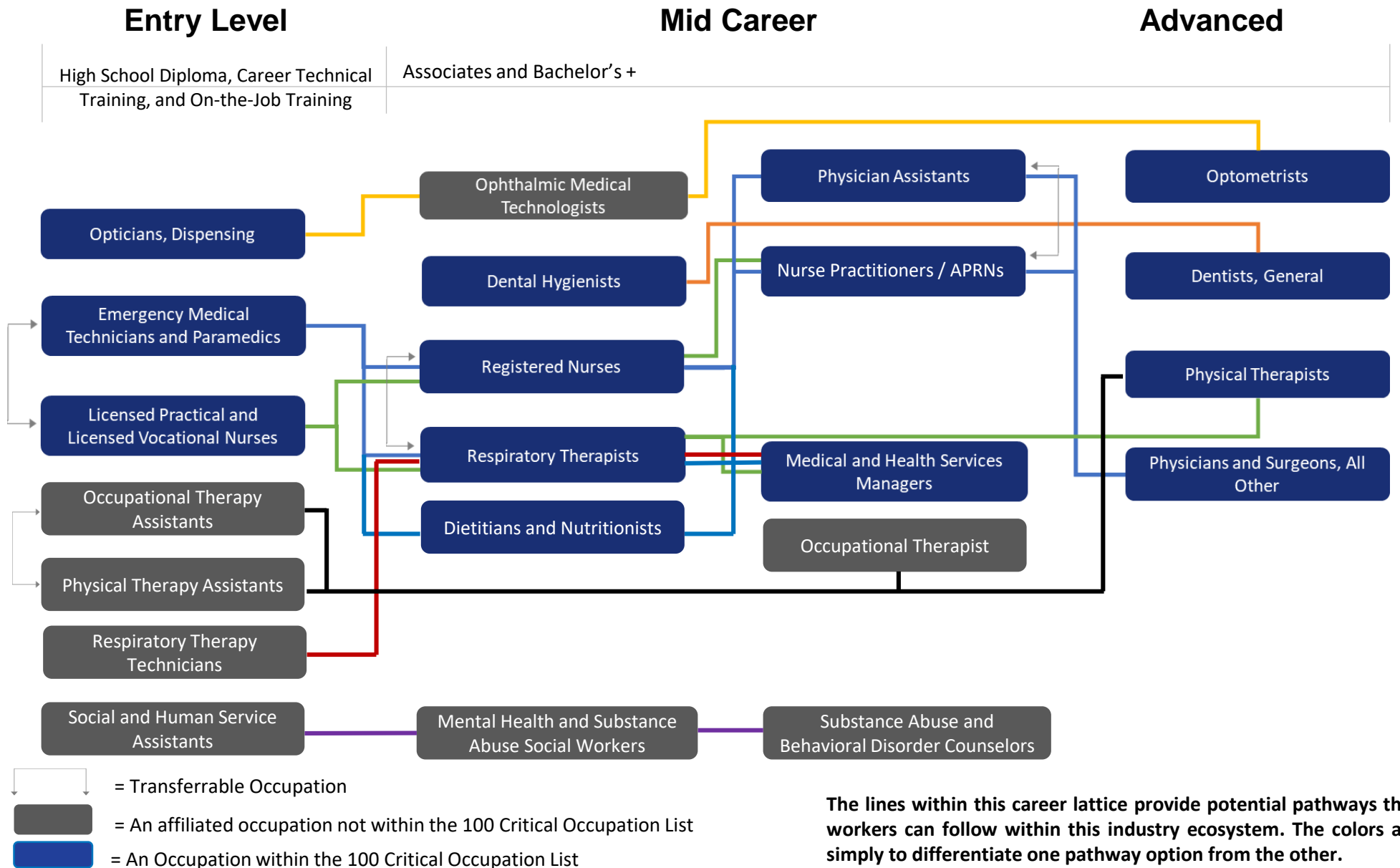


Health Care Ecosystem Career Lattice

Direct Patient Care

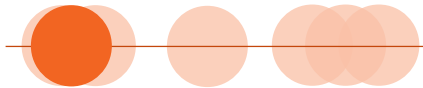


The lines within this career lattice provide potential pathways that workers can follow within this industry ecosystem. The colors are simply to differentiate one pathway option from the other.

Opticians, Dispensing Occupational Profile

MEDIAN SALARY & WAGES

\$13.71/hour



COMMON JOB TITLES

Optician
Retail Sales Associate
Ophthalmic Assistant
Laboratory Technician (Healthcare Practitioners and Technical)

REQUESTED EDUCATION

High
School or
Less

Post-
Secondary
Certificate

Bachelors+

TOP SKILLS REQUESTED

Speaking
Active Listening
Reading Comprehension
Critical Thinking
Service Orientation
Writing
Social Perceptiveness
Persuasion
Judgment and Decision Making
Active Learning

TOTAL JOBS FOR 2028

1,074



COMMON KNOWLEDGE COMPETENCIES

Customer and Personal Service
Sales and Marketing
Mathematics
English Language

TOP CERTIFICATIONS REQUESTED

National Opticianry Competency Certification

SIMILAR INDUSTRIES



Aerospace
& Defense



Agriculture &
Biosciences



Energy



Information &
Financial
Systems



Transportation
& Distribution



Construction



Health Care



Education



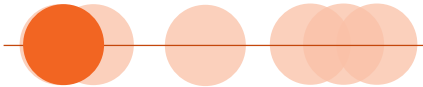
Creative
Industries

 Indicates an especially close similarity

Emergency Medical Technicians and Paramedics Occupational Profile

MEDIAN SALARY & WAGES

\$13.23/hour



COMMON JOB TITLES

Paramedic
Emergency Medical Technician (EMT)
Health Information Specialist
Emergency Room (ER) Technician

REQUESTED EDUCATION

Post-
Secondary
Certificate

Bachelors+

TOP SKILLS REQUESTED

Critical Thinking
Active Listening
Speaking
Coordination
Social Perceptiveness
Service Orientation
Active Learning
Reading Comprehension
Complex Problem Solving
Writing

TOTAL JOBS FOR 2028

4,409



COMMON KNOWLEDGE COMPETENCIES

Medicine and Dentistry
Customer and Personal Service
Public Safety and Security
English Language

TOP CERTIFICATIONS REQUESTED

Advanced Life Support
Certified First Responder
Licensed Practical Nurse
National Registry Emergency Medical Technician

SIMILAR INDUSTRIES



Aerospace
& Defense



Agriculture &
Biosciences



Energy



Information &
Financial
Systems



Transportation
& Distribution



Construction



Health Care



Education



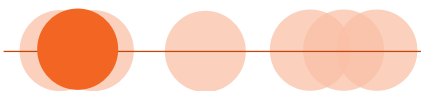
Creative
Industries

 Indicates an especially close similarity

Licensed Practical and Licensed Vocational Nurses Occupational Profile

MEDIAN SALARY & WAGES

\$18.64/hour



COMMON JOB TITLES

Licensed Practical Nurse (LPN)
Licensed Vocational Nurse (LVN)
Home Health Nurse
Registered Nurse

REQUESTED EDUCATION

High
School
or Less

Post-
Secondary
Certificate

TOP SKILLS REQUESTED

Service Orientation
Reading Comprehension
Active Listening
Speaking
Monitoring
Social Perceptiveness
Coordination
Time Management
Critical Thinking
Judgment and Decision Making

TOTAL JOBS FOR 2028

11,995



COMMON KNOWLEDGE COMPETENCIES

Medicine and Dentistry
Customer and Personal Service
Psychology
English Language

TOP CERTIFICATIONS REQUESTED

Licensed Practical Nurse
Licensed Vocational Nurses
Certified Nursing Assistant
Patient Care Technician

SIMILAR INDUSTRIES



Aerospace
& Defense



Agriculture &
Biosciences



Energy



Information &
Financial
Systems



Transportation
& Distribution



Construction



Health Care



Education



Creative
Industries

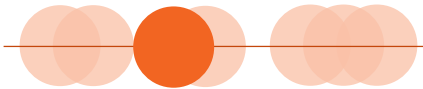
 Indicates an especially close similarity

Occupational Therapy Assistants

Occupational Profile

MEDIAN SALARY & WAGES

\$27.25/hour



COMMON JOB TITLES

Occupational Therapy Assistant (OTA)
Certified Occupational Therapy Assistant
School Based Certified Occupational Therapy Assistant
Certified Occupational Therapy Assistant Licensed (COTA-L)

REQUESTED EDUCATION

Post-Secondary Certificate

TOP SKILLS REQUESTED

Active Listening
Speaking
Reading Comprehension
Social Perceptiveness
Time Management
Writing
Service Orientation
Judgment and Decision Making
Monitoring
Coordination

TOTAL JOBS FOR 2028

630



COMMON KNOWLEDGE COMPETENCIES

Customer and Personal Service
English Language
Psychology
Education and Training

TOP CERTIFICATIONS REQUESTED

Certified Occupational Therapy Assistant
Functional Training Specialty Certification
OTA: School Systems
OTA: Feeding, Eating and Swallowing

SIMILAR INDUSTRIES



Aerospace & Defense



Agriculture & Biosciences



Energy



Information & Financial Systems



Transportation & Distribution



Construction



Health Care



Education



Creative Industries

 Indicates an especially close similarity

Physical Therapy Assistants Occupational Profile

MEDIAN SALARY & WAGES

\$22.56/hour



COMMON JOB TITLES

Licensed Physical Therapist Assistant
Physical Therapist Assistant & Nurse Aide
Physical Therapy Technician
Home Health Physical Therapist Assistant (PTA)

REQUESTED EDUCATION

Post-
Secondary
Certificate

TOP SKILLS REQUESTED

Active Listening
Monitoring
Social Perceptiveness
Speaking
Service Orientation
Coordination
Critical Thinking
Reading Comprehension
Active Listening
Instructing

TOTAL JOBS FOR 2028

1,430



COMMON KNOWLEDGE COMPETENCIES

Customer and Personal Service
English Language
Medicine and Dentistry
Psychology

TOP CERTIFICATIONS REQUESTED

Wound Care Certified
Functional Training Specialty Certification

SIMILAR INDUSTRIES



Aerospace
& Defense



Agriculture &
Biosciences



Energy



Information &
Financial
Systems



Transportation
& Distribution



Construction



Health Care



Education



Creative
Industries

 Indicates an especially close similarity

Respiratory Therapy Technicians Occupational Profile

MEDIAN SALARY & WAGES

\$24.21/hour



COMMON JOB TITLES

Registered Respiratory Therapist
Respiratory Therapy Assistant
Respiratory Care Assistant
Registered Pulmonary Function Technologist

REQUESTED EDUCATION

Post-
Secondary
Certificate

TOP SKILLS REQUESTED

Active Listening
Monitoring
Critical Thinking
Service Orientation
Reading Comprehension
Social Perceptiveness
Active Listening
Speaking
Coordination
Judgment and Decision Making

TOTAL JOBS FOR 2028

130



COMMON KNOWLEDGE COMPETENCIES

Customer and Personal Service
English Language
Medicine and Dentistry
Psychology

TOP CERTIFICATIONS REQUESTED

Mechanical Ventilation Certificate
Registered Pulmonary Function Technologist

SIMILAR INDUSTRIES



Aerospace
& Defense



Agriculture &
Biosciences



Energy



Information &
Financial
Systems



Transportation
& Distribution



Construction



Health Care



Education



Creative
Industries

 Indicates an especially close similarity

Social and Human Service Assistants Occupational Profile

MEDIAN SALARY & WAGES

\$15.92/hour



COMMON JOB TITLES

Recovery Support Specialist

Family Support Worker

Outreach Specialist

Advocate

REQUESTED EDUCATION

High
School or
Equivalent

Post-
Secondary
Certificate

TOP SKILLS REQUESTED

Active Listening

Service Orientation

Social Perceptiveness

Speaking

Writing

Monitoring

Reading Comprehension

Coordination

Critical Thinking

Persuasion

TOTAL JOBS FOR 2028

2,570



COMMON KNOWLEDGE COMPETENCIES

Psychology

Customer and Personal Service

English Language

Therapy and Counseling

TOP CERTIFICATIONS REQUESTED

Case Manager Certification

Certified Employment Support Specialist

Certified in Family and Consumer
Sciences

Certified Peer Recovery Support
Specialist

SIMILAR INDUSTRIES



Aerospace
& Defense



Agriculture &
Biosciences



Energy



Information &
Financial
Systems



Transportation
& Distribution



Construction



Health Care



Education



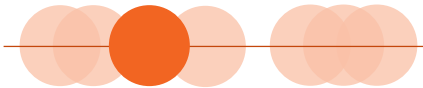
Creative
Industries

 Indicates an especially close similarity

Dental Hygienists Occupational Profile

MEDIAN SALARY & WAGES

\$35.63/hour



COMMON JOB TITLES

Dental Hygienist

Hygienist

REQUESTED EDUCATION

Post-
Secondary
Certificate

Bachelors+

TOP SKILLS REQUESTED

Speaking

Active Listening

Critical Thinking

Writing

Monitoring

Social Perceptiveness

Service Orientation

Judgment and Decision Making

Reading Comprehension

Active Learning

TOTAL JOBS FOR 2028

2,385



COMMON KNOWLEDGE COMPETENCIES

Medicine and Dentistry

Customer and Personal Service

English Language

Psychology

TOP CERTIFICATIONS REQUESTED

SIMILAR INDUSTRIES



Aerospace
& Defense



Agriculture &
Biosciences



Energy



Information &
Financial
Systems



Transportation
& Distribution



Construction



Health Care



Education



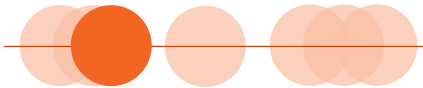
Creative
Industries

 Indicates an especially close similarity

Registered Nurses Occupational Profile

MEDIAN SALARY & WAGES

\$28.49/hour



COMMON JOB TITLES

Registered Nurse
Intensive Care Unit (ICU) Nurse
Travel Nurse - Medical/Surgical
Travel Nurse - Cardiac
Catheterization Laboratory

REQUESTED EDUCATION

Post-
Secondary
Certificate

Bachelors+

TOP SKILLS REQUESTED

Social Perceptiveness
Active Listening
Speaking
Service Orientation
Reading Comprehension
Monitoring
Critical Thinking
Coordination
Judgment and Decision Making
Writing

TOTAL JOBS FOR 2028

30,633



COMMON KNOWLEDGE COMPETENCIES

Administration and Management
Customer and Personal Service
Medicine and Dentistry
Psychology

TOP CERTIFICATIONS REQUESTED

Critical Care Registered Nurse
CNOR Certification
Associate Of Science In Nursing
Licensed Practical Nurse

SIMILAR INDUSTRIES



Aerospace
& Defense



Agriculture &
Biosciences



Energy



Information &
Financial
Systems



Transportation
& Distribution



Construction



Health Care



Education



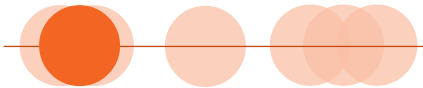
Creative
Industries

 Indicates an especially close similarity

Respiratory Therapists Occupational Profile

MEDIAN SALARY & WAGES

\$25.11/hour



COMMON JOB TITLES

Respiratory Therapist
Respiratory Care Practitioner
Therapy Supervisor
Imaging Technician

REQUESTED EDUCATION

Post-
Secondary
Certificate

Bachelors+

TOP SKILLS REQUESTED

Critical Thinking
Active Listening
Speaking
Monitoring
Reading Comprehension
Active Learning
Social Perceptiveness
Service Orientation
Coordination
Complex Problem Solving

TOTAL JOBS FOR 2028

1,248



COMMON KNOWLEDGE COMPETENCIES

Customer and Personal Service
Medicine and Dentistry
English Language
Education and Training

TOP CERTIFICATIONS REQUESTED

Registered Respiratory Therapist
Licensed Practical Nurse
Advanced Life Support

SIMILAR INDUSTRIES



Aerospace
& Defense



Agriculture &
Biosciences



Energy



Information &
Financial
Systems



Transportation
& Distribution



Construction



Health Care



Education



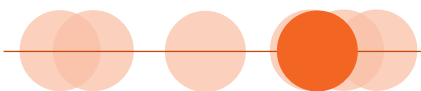
Creative
Industries

 Indicates an especially close similarity

Physician Assistants Occupational Profile

MEDIAN SALARY & WAGES

\$49.20/hour



COMMON JOB TITLES

Physician Assistant (PA)

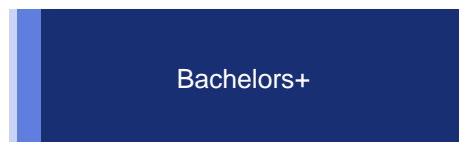
Nurse Practitioner

Physician

Anesthesiologist

REQUESTED EDUCATION

Bachelors+



TOP SKILLS REQUESTED

Reading Comprehension

Active Listening

Speaking

Critical Thinking

Social Perceptiveness

Service Orientation

Judgment and Decision Making

Monitoring

Complex Problem Solving

Writing

TOTAL JOBS FOR 2028

1,762



COMMON KNOWLEDGE COMPETENCIES

Medicine and Dentistry

Biology

Psychology

Therapy and Counseling

TOP CERTIFICATIONS REQUESTED

Nurse Practitioner

Family Nursing Practitioner

Advanced Practice Registered Nurse

Advanced Life Support

SIMILAR INDUSTRIES



Aerospace
& Defense



Agriculture &
Biosciences



Energy



Information &
Financial
Systems



Transportation
& Distribution



Construction



Health Care



Education



Creative
Industries



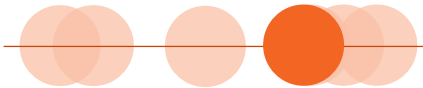
OKLAHOMA
WORKS

Indicates an especially close similarity

Nurse Practitioners Occupational Profile

MEDIAN SALARY & WAGES

\$43.36/hour



COMMON JOB TITLES

Nurse Practitioner

REQUESTED EDUCATION

Bachelors+

TOP SKILLS REQUESTED

Reading Comprehension
Active Listening
Speaking
Critical Thinking
Social Perceptiveness
Active Learning
Judgment and Decision Making
Monitoring
Complex Problem Solving
Science

TOTAL JOBS FOR 2028

1,727



COMMON KNOWLEDGE COMPETENCIES

Medicine and Dentistry
Customer and Personal Service
Psychology
Therapy and Counseling

TOP CERTIFICATIONS REQUESTED

Nurse Practitioner
Family Nursing Practitioner
Advanced Practice Registered Nurse
ANCC Certified

SIMILAR INDUSTRIES



Aerospace
& Defense



Agriculture &
Biosciences



Energy



Information &
Financial
Systems



Transportation
& Distribution



Construction



Health Care



Education

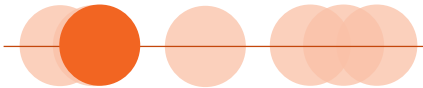


Creative
Industries

Dietitians and Nutritionists Occupational Profile

MEDIAN SALARY & WAGES

\$25.92/hour



COMMON JOB TITLES

Dietitian
Clinical Dietitian
Registered Dietician
Nutrition Services Supervisor

REQUESTED EDUCATION



TOP SKILLS REQUESTED

Reading Comprehension
Active Listening
Speaking
Critical Thinking
Monitoring
Writing
Learning Strategies
Social Perceptiveness
Coordination
Instructing

TOTAL JOBS FOR 2028

848



COMMON KNOWLEDGE COMPETENCIES

Customer and Personal Service
Education and Training
English Language
Biology

TOP CERTIFICATIONS REQUESTED

Registered Dietitian
Certified Diabetes Educator
Certified First Responder
Licensed Practical Nurse

SIMILAR INDUSTRIES



Aerospace
& Defense



Agriculture &
Biosciences



Energy



Information &
Financial
Systems



Transportation
& Distribution



Construction



Health Care



Education

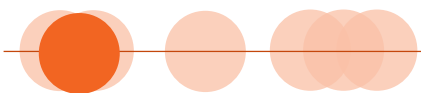


Creative
Industries

Mental Health and Substance Abuse Social Workers Occupational Profile

MEDIAN SALARY & WAGES

\$20.79/hour



COMMON JOB TITLES

Case Manager
Clinical Social Worker
Clinician
Social Worker

REQUESTED EDUCATION

Bachelors+

TOP SKILLS REQUESTED

Active Listening
Social Perceptiveness
Speaking
Reading Comprehension
Coordination
Critical Thinking
Monitoring
Service Orientation
Writing
Complex Problem Solving

TOTAL JOBS FOR 2028

1,710



COMMON KNOWLEDGE COMPETENCIES

Psychology
Therapy and Counseling
Customer and Personal Service
Sociology and Anthropology

TOP CERTIFICATIONS REQUESTED

Case Manager Certification
Certified Social Work Case Manager

SIMILAR INDUSTRIES



Aerospace
& Defense



Agriculture &
Biosciences



Energy



Information &
Financial
Systems



Transportation
& Distribution



Construction



Health Care



Education



Creative
Industries



OKLAHOMA
WORKS

Indicates an especially close similarity

Medical and Health Services Managers Occupational Profile

MEDIAN SALARY & WAGES

\$37.09/hour



COMMON JOB TITLES

Medical Director
Director of Nursing (Management)
Health Services Director
Clinical Manager (Management)

REQUESTED EDUCATION



TOP SKILLS REQUESTED

Speaking
Critical Thinking
Reading Comprehension
Active Listening
Writing
Coordination
Judgment and Decision Making
Time Management
Active Learning
Social Perceptiveness

TOTAL JOBS FOR 2028

5,899



COMMON KNOWLEDGE COMPETENCIES

Administration and Management
English Language
Customer and Personal Service
Clerical

TOP CERTIFICATIONS REQUESTED

Licensed Practical Nurse
Licensed Clinical Social Worker
Licensed Professional Counselor

SIMILAR INDUSTRIES



Aerospace
& Defense



Agriculture &
Biosciences



Energy



Information &
Financial
Systems



Transportation
& Distribution



Construction



Health Care



Education



Creative
Industries



OKLAHOMA
WORKS

 Indicates an especially close similarity

Occupational Therapist Occupational Profile

MEDIAN SALARY & WAGES

\$40.00/hour



COMMON JOB TITLES

Staff Occupational Therapist
Industrial Rehabilitation Consultant
Registered Occupational Therapist
Occupational Therapist (OT)

REQUESTED EDUCATION

Bachelors+

TOP SKILLS REQUESTED

Monitoring
Service Orientation
Active Listening
Critical Thinking
Judgment and Decision Making
Reading Comprehension
Social Perceptiveness
Speaking
Active Learning
Writing

TOTAL JOBS FOR 2028

1,300



COMMON KNOWLEDGE COMPETENCIES

Psychology
Therapy and Counseling
Medicine and Dentistry
Education and Training

TOP CERTIFICATIONS REQUESTED

Occupational Therapist Registered
Certification in Orthopedic Manual
Therapy

SIMILAR INDUSTRIES



Aerospace
& Defense



Agriculture &
Biosciences



Energy



Information &
Financial
Systems



Transportation
& Distribution



Construction



Health Care



Education



Creative
Industries



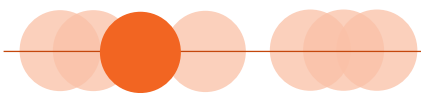
OKLAHOMA
WORKS

 Indicates an especially close similarity

Substance Abuse and Behavioral Disorder Counselors Occupational Profile

MEDIAN SALARY & WAGES

\$22.47/hour



COMMON JOB TITLES

Addictions Counselor
Substance Abuse Counselor
Prevention Specialist
Drug and Alcohol Treatment Specialist

REQUESTED EDUCATION

Bachelors+

TOP SKILLS REQUESTED

Active Listening
Social Perceptiveness
Speaking
Critical Thinking
Reading Comprehension
Service Orientation
Active Learning
Judgment and Decision Making
Monitoring
Writing

TOTAL JOBS FOR 2028

1,580



COMMON KNOWLEDGE COMPETENCIES

Psychology
Therapy and Counseling
Customer and Personal Service
English Language

TOP CERTIFICATIONS REQUESTED

Licensed Professional Counselor
Licensed Clinical Social Worker
Licensed Drug and Alcohol Counselor
Licensed Marriage and Family Therapist

SIMILAR INDUSTRIES



Aerospace
& Defense



Agriculture &
Biosciences



Energy



Information &
Financial
Systems



Transportation
& Distribution



Construction



Health Care



Education



Creative
Industries



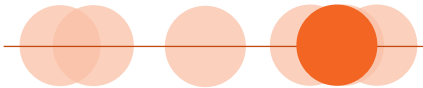
OKLAHOMA
WORKS

Indicates an especially close similarity

Optometrists Occupational Profile

MEDIAN SALARY & WAGES

\$49.30/hour



COMMON JOB TITLES

Optometrist

Department Manager

REQUESTED EDUCATION

Bachelors+

TOP SKILLS REQUESTED

Active Listening

Critical Thinking

Speaking

Science

Reading Comprehension

Writing

Social Perceptiveness

Active Learning

Service Orientation

Complex Problem Solving

TOTAL JOBS FOR 2028

831



COMMON KNOWLEDGE COMPETENCIES

Medicine and Dentistry

Customer and Personal Service

Biology

Psychology

TOP CERTIFICATIONS REQUESTED

Doctor of Optometry

Advanced Life Support

SIMILAR INDUSTRIES



Aerospace
& Defense



Agriculture &
Biosciences



Energy



Information &
Financial
Systems



Transportation
& Distribution



Construction



Health Care



Education

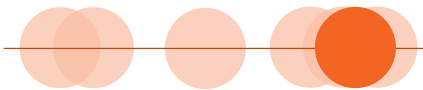


Creative
Industries

Dentists Occupational Profile

MEDIAN SALARY & WAGES

\$65.78/hour



COMMON JOB TITLES

Dentist
Family Dentist
General Dentist
Pediatric Dentist

REQUESTED EDUCATION

Bachelors+

TOP SKILLS REQUESTED

Critical Thinking
Judgment and Decision Making
Reading Comprehension
Active Listening
Speaking
Monitoring
Complex Problem Solving
Active Learning
Social Perceptiveness
Service Orientation

TOTAL JOBS FOR 2028

1,486



COMMON KNOWLEDGE COMPETENCIES

Medicine and Dentistry
Customer and Personal Service
English Language
Biology

TOP CERTIFICATIONS REQUESTED

SIMILAR INDUSTRIES



Aerospace
& Defense



Agriculture &
Biosciences



Energy



Information &
Financial
Systems



Transportation
& Distribution



Construction



Health Care



Education



Creative
Industries



OKLAHOMA
WORKS

 Indicates an especially close similarity

Physical Therapists Occupational Profile

MEDIAN SALARY & WAGES

\$39.44/hour



COMMON JOB TITLES

Physical Therapist
Travel Physical Therapist (PT)
Therapy Supervisor
Patient Care Technician (Healthcare Support)

REQUESTED EDUCATION

Bachelors+

TOP SKILLS REQUESTED

Reading Comprehension
Active Listening
Speaking
Critical Thinking
Social Perceptiveness
Monitoring
Service Orientation
Writing
Judgment and Decision Making
Time Management

TOTAL JOBS FOR 2028

2,544



COMMON KNOWLEDGE COMPETENCIES

Medicine and Dentistry
Customer and Personal Service
Psychology
Therapy and Counseling

TOP CERTIFICATIONS REQUESTED

Radiologic Technologist
Medical Technologist

SIMILAR INDUSTRIES



Aerospace
& Defense



Agriculture &
Biosciences



Energy



Information &
Financial
Systems



Transportation
& Distribution



Construction



Health Care



Education



Creative
Industries



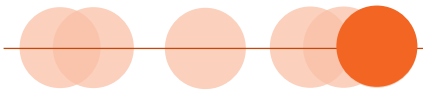
OKLAHOMA
WORKS

 Indicates an especially close similarity

Physicians and Surgeons, All Other Occupational Profile

MEDIAN SALARY & WAGES

\$105.76/hour



COMMON JOB TITLES

Physician
Oncologist
Cardiologist
Hospitalist

REQUESTED EDUCATION

Bachelors+

TOP SKILLS REQUESTED

Reading Comprehension
Active Listening
Speaking
Critical Thinking
Monitoring
Judgment and Decision Making
Social Perceptiveness
Writing
Reading Comprehension
Service Orientation

TOTAL JOBS FOR 2028

3,023



COMMON KNOWLEDGE COMPETENCIES

Medicine and Dentistry
Biology
Psychology
Therapy and Counseling

TOP CERTIFICATIONS REQUESTED

Radiation Oncologist
Doctor Of Medicine (MD)
Nurse Practitioner
Radiologic Technologist

SIMILAR INDUSTRIES



Aerospace
& Defense



Agriculture &
Biosciences



Energy



Information &
Financial
Systems



Transportation
& Distribution



Construction



Health Care



Education



Creative
Industries



OKLAHOMA
WORKS

 Indicates an especially close similarity

Oklahoma's Ecosystems

WHAT IS AN ECONOMIC ECOSYSTEM?

Oklahoma has identified nine driver and complementary economic systems representing the most prominent industries in terms of wealth generation and growth potential. Driver ecosystems drive wealth generation in Oklahoma, while the complementary ecosystems help to expand wealth in the economy and provide the infrastructure and services to support the driver systems in the state.

- Driver ecosystems: Aerospace and Defense, Agriculture and Biosciences, Energy, Information and Financial Systems, and Transportation and Distribution.
- Complementary Ecosystems: Construction, Health care, Education, and Creative industries.

WHAT ARE THE 100 CRITICAL OCCUPATIONS?

These occupations represent the most pressing needs in each of Oklahoma's Driver and Complementary Economic Systems necessary for the state's continued growth and economic prosperity. A workforce pipeline for each of the top 100 critical occupations is required for Oklahoma's businesses to grow and for Oklahoma citizens to earn a prosperous living. Factors included in the selection process demonstrate the values of job growth, wealth generation, and education, as outlined below:

- Job growth: all occupations have positive forecasted employment growth over the next ten years
- Wealth Generation: all occupations offer median wages greater than or equal to \$12.00 per hour
- Education: occupations requiring "no formal education" are eliminated, except those that offer greater than or equal to \$20.00 per hour.

WHAT ARE TRANSFERABLE OCCUPATIONS?

There are occupations that can provide valuable on-the-job training for individuals interested in the 100 Critical Occupations. These are generally entry-level or mid-career level occupations that can help individuals develop the knowledge, skills, and abilities needed to move forward on their career paths.

WHAT ARE CAREER PATHWAYS?

Career pathways are designed to help people who are looking to make the next step in their careers both envision and plan for their long-term employment goals. The recommended pathways in this report are based on forecasted employment prospects as well as knowledge, skills and ability profile data by specific occupation. These data were gathered from numerous employer-demand driven data sources. Based on these data, Oklahoma Works determined similarities and difference between each occupation's required skill sets and developed possible career pathways options.

Glossary

ABILITIES – the proficiency, skills, or talent within a particular area.

CAREER PATHWAY – a career pathway means a combination of relevant, rigorous and high-quality education, training, and supportive services that aligns both vertically and horizontally across Secondary Education, Adult Basic Education, Workforce Training and Development, Career and Technical Education, and Postsecondary Education systems, pathways, and programs.

CERTIFICATION – third party accrediting or authorizing agency or person who assess, verifies, and provides an official documentation that attests a level of achievement.

COMPETENCIES – an individual’s ability to do a job properly through a set of behaviors.

INDUSTRY-ALIGNED CREDENTIAL – credentials whose standards are aligned to industry-recognized standards.

INDUSTRY-ENDORSED CREDENTIAL – credentials whose standards are aligned to and endorsed by industry.

INDUSTRY-RECOGNIZED CREDENTIAL – an industry-recognized credential is one that either is developed and offered by, or endorsed by a nationally-recognized industry association or organization representing a sizeable portion of the industry sector, or a credential that is sought or accepted by companies within the industry sector for purposes of hiring or recruitment which may include credentials from vendors of certain products.¹

KNOWLEDGE – the skills and information acquired through education or experience.

MEDIAN HOURLY EARNINGS – hourly earnings for the occupation reported at the 50th percentile.

REQUESTED EDUCATION – the highest level of education for workers within the given occupational category. Please note these are not the level of education of new incoming workers but of workers currently employed within these positions.

SKILLS – the ability or expertise to do something well.

TOTAL JOBS – estimated number of jobs in the given year, taken as average over a period of 12-months. This value includes both full- and part-time jobs.



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¹ For this analysis, TPMA utilized certifications data from a third-party data aggregator, Economic Modeling Specialists, Inc., which daily accesses over 300 million unique job postings records. Though these certifications have not been vetted by Oklahoma Works, they are observed as commonly requested by industry employers.